

# Compensation & Employment Report

LocumTenens.com conducted its Annual Compensation and Employment Survey in the later part of 2014. Survey respondents represent physicians who practice on a locum tenens basis as well as those with permanent salaries.

In this year's *Your Voice Matters* section, we asked physicians to weigh in on quality outcome metrics, patient satisfaction and how new measurements may impact their compensation.

This report includes compensation and employment statistics for the field of psychiatry.

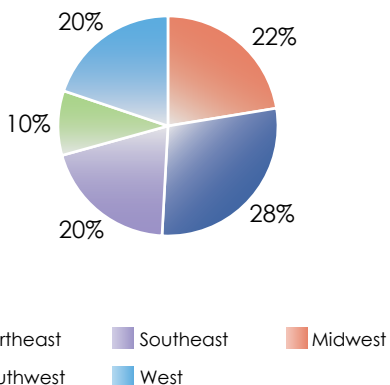
### At a glance

85% board certified; 15% board eligible  
 61% male; 39% female  
 19% hospital employed; 27% clinic or community health center; 20% mental health facility  
 20% have worked on a locum tenens basis  
 68% have not but may consider locum tenens in the future

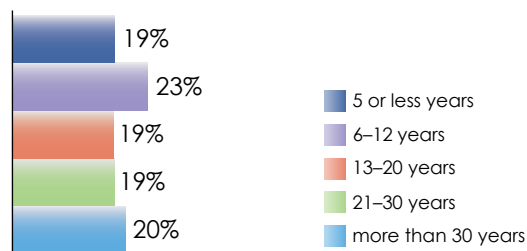
2014 average annual psychiatrist salary: **\$214,804**

## Respondent Demographics:

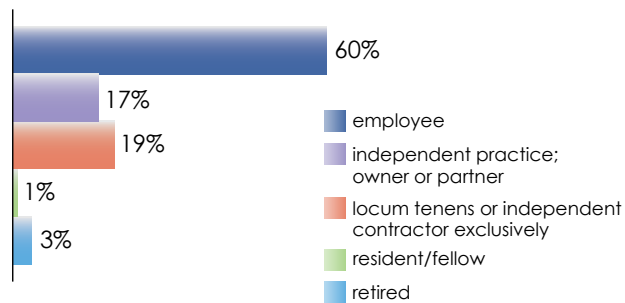
by region



years in practice

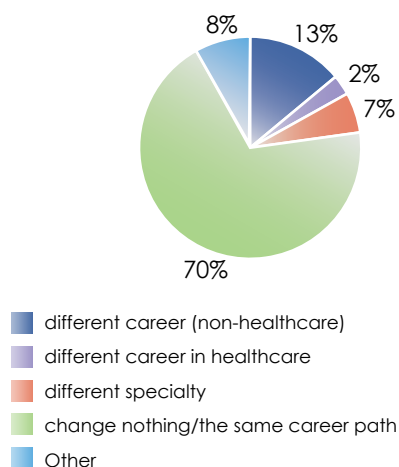


employment status

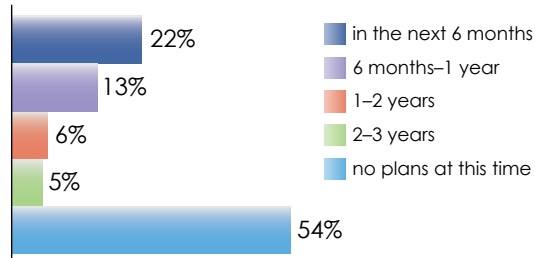


We asked psychiatrists, "considering your career, if you had to do it over again, what would you do differently?"

career choices



next job change



## Your Voice Matters — Quality outcomes, patient satisfaction & new measurements

We asked physicians to give us their perspectives on quality outcome metrics and patient satisfaction, ratings and how those things are impacting their competition.

Physicians indicated if their compensation had been re-structured to be weighted by quality patient outcomes

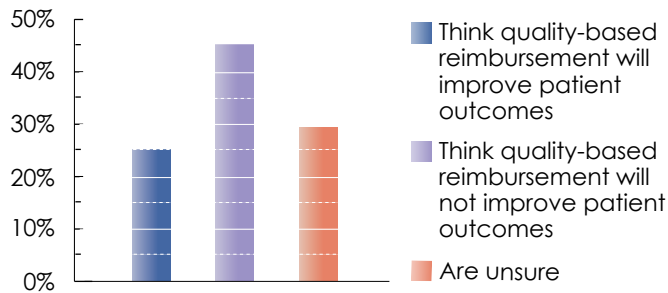


Physicians who indicated if their compensation had been re-structured to be weighted by patient satisfaction scores



Most physicians had their compensation re-structured around bonus incentives.

### Physician Opinions on Reimbursement Based on Quality Outcomes Instead of Patient Volume



"One would hope that with improved attention/increased contact time there will be a decrease in all morbidity and mortality."

"Patient satisfaction has little to do with patient outcomes."

"Focus on quality in general improves outcomes, even if those outcomes are hard to measure."

## Methodology:

Invitations for the survey were emailed to a database totaling 88,680, which included physicians and CRNAs who have been placed by LocumTenens.com and those who have not. Respondents to all surveys were self-selected and spanned all 50 states and medical/surgical specialties. The survey yielded 2,963 respondents. The error range for this survey was +/- 3 percent at a 95 percent confidence level.

### About LocumTenens.com:

LocumTenens.com is a full-service staffing firm serving physicians, CRNAs, NPs and PAs searching for locum tenens and permanent job opportunities, as well as healthcare facilities looking to solve employment shortages. Experienced recruiters focus on the following high-demand specialty areas: anesthesia, emergency medicine, obstetrics and gynecology, neurology, psychiatry, primary care (internal medicine, family practice, pediatrics and hospitalist), psychology, radiology, medical oncology, radiation oncology, urology, surgery and most surgical sub-specialties. The operator of the largest internet job board for the locum tenens industry, LocumTenens.com provides job-seeking providers direct access to thousands of jobs, in all specialties, posted directly by facilities and agencies nationwide. Whether you want to work with an agency recruiter, or conduct your own online search, LocumTenens.com is obsessively dedicated to assisting with your search.